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**From:** Lawler, Michael (DPH)  
**Sent:** Wednesday, March 24, 2010 1:25 PM  
**To:** Nassif, Julianne (DPH)  
**Subject:** a consideration of overtime in the drug lab

Julie,

The lab is aware of the extra efforts you have to make to provide opportunities for overtime and we appreciate that. These opportunities not only push productivity a bit but lift the morale of those who can participate. Somewhat in the same vein, the inability to participate can lower morale. I've surveyed the chemists and there is a universal desire to chip in with the extra effort but the majority of us cannot participate this Saturday. Some are disappointed that they cannot participate because of the apparent limitation to working on Saturdays and others cannot reorganize their commitments on this interval of notice.

I am sending this "heads up" along to you with the following considerations:

- 1) can these opportunities be anticipated a little further out in time for the chemists to juggle their commitments on Saturdays?
- 2) can Sunday be considered for those whose responsibilities preclude Saturdays?
- 3) in the past, your crew has successfully compartmentalized overtime efforts during the week, ignoring paperwork and phone inquiries, attending only to sample analysis. Is it possible that you could offer some access to OT during the week?

Several of your hardworking crew in the drug lab haven't been able to participate in overtime. I am aware of two, whose households could really use some OT and are actually demoralized that OT is so tantalizingly close but just beyond reach. Thoughts?

As ever...Mike